

EXHIBIT FFF

RE: *Confidential: ** Confidential - Privileged - JF **

From: Donna USA0007 Costa/USAP/USA

To: Ken 2905413 Fujiwara/AP/MCC@MCC@FCD

Date: Sep 27 2015 10:18:03 PM

Custodian information

Internal custodians (1)

Included in search (1)	Donna USA0007 Costa/USAP/USA	Custodians who were included in the search.
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External email addresses (1)

	ken 2905413 fujiwara/ap/mcc@mcc@fcd	Email addresses found on messages in the search results that are external to your company.
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Total # of custodians (2)

Metadata information

\$Abstract	Dear Ken: I have not told Date-san because I thought this was your issue, but I am happy to tell him
\$INetPrincipal	Donna_Costa@m-chem.com
\$MessageID	<OF0CA15AA9.D0BB45F7-ON85257ECE.000CA441-85257ECE.000C9876@LocalDomain>
\$Revisions	Feb 08 2018 05:30:11 PM Sep 27 2015 10:18:05 PM Sep 27 2015 11:25:06 PM
\$UpdatedBy	Deborah USA8492 Williams/USAP/USA Donna USA0007 Costa/USAP/USA Good-US/Servers/USA
AltFrom	Donna USA0007 Costa/USAP/USA
AltSendTo	Ken 2905413 Fujiwara/AP/MCC@MCC@FCD
EnterSendTo	Ken 2905413 Fujiwara/AP/MCC@MCC@FCD
GdTrack	by USWF0398.1.6.17 09/27/2015 10:18:03 PM by USWF0398.1.6.17 09/27/2015 11:25:04 PM
INetFrom	Donna_Costa@m-chem.com
Logo	StdNotesLtrGateway
PRINCIPAL	Donna USA0007 Costa/USAP/USA
Recipients	Ken 2905413 Fujiwara/AP/MCC@MCC@FCD

Dear Ken:

I have not told Date-san because I thought this was your issue, but I am happy to tell him if I should do so.

I think there is a 50% chance that Jennifer will accept her old position. If she does, I expect she will leave within one year for a new job.

If Jennifer accepts, her decision will cost MCHA less in 2015 than her leaving, because paying her severance is more expensive than demoting her. Either way, we will use 2015 'profit' to cover any unbudgeted costs and I believe we will not have to request additional money from MCHC. Of course, this money will not be available to pay dividends.

If Jennifer stays beyond April 1, the 2016 Legal Department budget will be covered by legal services fees. Assuming

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